

Message Text

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ACTION ARA-10

INFO OCT-01 ISO-00 PER-03 FSE-00 AID-05 PC-05 OPR-02 A-01

ABF-01 /028 W

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R 252016Z MAR 75

FM AMEMBASSY SANTIAGO

TO SECSTATE WASHDC 2621

INFO USIA WASHDC

QNASA

DIA

COMUSARSO

FAS

DMA/IAGS, FORT CLAYTON CANAL ZONE

AMEMBASSY BRASILLA

UNCLAS SANTIAGO 1794

STATE FOR AID/W

PEC/W

FOR ARA/MGT/FM AND FS/WFC/P, BRASILIA FOR HOLLIDAY

E.O.11652:N/A

TAGS: AFSP & AFIN

SUBJ: COL BONUS PAYMENTS

REF: 1) SANTIAGO 1522

2) STATE 059038

3) SANTIAGO'S OM DTD. 3/12/75

1. EMBASSY HAS CONFIRMED BY SPOT CHECK THAT OTHER EMPLOYERS STILL PAY MONTHLY BONUSES ON FULL CPI INCREASE AND WE WILL CONTINUE TO SPOT CHECK

AND REPORT TO THIS EFFECT AND REQUEST APPROVAL EACH MONTH FOR PAYMENT CPI ADJUSTMENT. AS INDICATED STATE'S 059038, FAILURE TO FOLLOW THIS PRACTICE RESULTS IN THE COMPENSATION OF FSLES FALLING SIGNIFICANTLY BEHIND THAT OF EMPLOYEES OF SURVEYED ORGANIZATIONS.

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2. MASS PAY ADJUSTMENT ACTIONS AND REVISED LOCAL COMPENSATION PLAN

BASED ON FEBRUARY CPI ADJUSTMENT OF 16.5 0/0 FORWARDED TO WFC AND COPIES OF REVISED LOCAL COMPENSATION PLAN SENT TO BUREAU. WE REQUEST SUCH APPROVALS BE EXPEDITED ASAP.

3. MISSION CONFIRMS THAT HOLLIDAY'S PROPOSAL THAT LOCAL WAGE SCHEDULE BE READJUSTED MONTHLY TO INCLUDE 100 0/0 CPI ON GROSS

SALARY WILL BE FOLLOWED. WE (MISSION AND FSLE'S) CONFIRM THAT WE UNDERSTAND QUARTERLY GOC "REAJUSTES" WILL NOT BE PAID. HOWEVER, DEPARTMENT MUST UNDERSTAND THAT FAMILY AND TRANSPORTATION ALLOWANCES ARE ADJUSTED BY GOC DECREE. THESE BENEFITS ARE SEPARATE AND APART FROM THE QUARTERLY SALARY ADJUSTMENT. THE EMBASSY WILL ALSO ADJUST THE

SPECIAL ALLOWANCE. E.G. BIRTH, DEATH, MARRIAGE AND EDUCATION, IN PROPORTION TO GOC "REAJUSTE" AS PROPOSED BY HOLLIDAY.

4. BUREAU IS CORRECT IN ITS INTERPRETATION THAT GOC "REAJUSTES" (BEGINNING MARCH 1) EQUATE TO 100 0/0 OF ANNOUNCED CPI INCREASE FOR A THREE-

MONTH PERIOD (DECREE LAW 670) AND ARE DESIGNED TO COMPENSATE EMPLOYEES WHO DO NOT RECEIVE MONTHLY COL BONUSES. MISSION ALSO AGREES THAT SUCH DECREES ARE NOT BINDING UPON THOSE ORGANIZATIONS WHO ADJUST SALARIES ON THE MONTHLY ANNOUNCED CPI INDEX EXCEPT TO MAKE ADJUSTMENTS IN FAMILY AND TRANSPORTATION ALLOWANCES. PLEASE ALSO NOTE THAT ALTHOUGH FAMILY ALLOWANCES ARE NOT ALWAYS READJUSTED BY EACH "REAJUSTE".

5. EMBASSY WILL FORWARD STATE PROGRAM AND SHARED INCREASE/DECREASE STATEMENT AND BUDGETARY DATA SHEETS FOR ALL AGENCIES FOR EACH MONTHLY ADJUSTMENT AS REQUESTED REF.(2). BUDGETARY DATA SHEETS FOR ALL AGENCIES

FOR FEBRUARY CPI WILL BE FORWARDED MARCH 24.
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